

EXHIBIT 4



Joy Schaefer <jschaefer@ltu.edu>

Senior lecturer position

Srinivas Kambhampati <skambhamp@ltu.edu>

Fri, Dec 17, 2021 at 4:03 PM

To: Joy Schaefer <jschaefer@ltu.edu>

Cc: Jim Jolly <jjolly@ltu.edu>, Tarek Sobh <tsobh@ltu.edu>, Jason Barrett <jbarrett@ltu.edu>

Dear Joy,

I regret to inform you that your contract for full-time employment will not be renewed for the 2022-2023 academic year. At this time, your position as Senior Lecturer is filling a line dedicated to a full-time tenure-track position. LTU is making an effort to hire tenure-track faculty to fill dedicated tenure-track lines in the College of Arts and Sciences. Efforts to hire faculty for these tenure-track positions will begin in the spring of 2022 with anticipated hiring for the Fall 2022 semester.

LTU has a policy of informing its full-time faculty in December of the preceding year if there is a chance the contract will not be renewed for the next year to allow you the time to plan appropriately.

I wish you the very best in your future endeavors and thank you for your service to LTU.

Best regards.

Srini

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